

118TH CONGRESS
1ST SESSION

H. R. 2900

To promote registered apprenticeships, including registered apprenticeships within in-demand industry sectors, through the support of workforce intermediaries, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

APRIL 26, 2023

Mr. NORCROSS (for himself, Mr. FITZPATRICK, Ms. CRAIG, Ms. BUDZINSKI, Ms. NORTON, Ms. SÁNCHEZ, Ms. SCHAKOWSKY, Ms. TITUS, and Mr. LYNCH) introduced the following bill; which was referred to the Committee on Education and the Workforce

A BILL

To promote registered apprenticeships, including registered apprenticeships within in-demand industry sectors, through the support of workforce intermediaries, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Apprenticeship Hubs
5 Across America Act of 2023”.

6 **SEC. 2. FINDINGS.**

7 Congress finds the following:

1 (1) Registered apprenticeship programs provide
2 apprentices employment with structured on-the-job
3 training, little to no student loan debt, competitive
4 wages, industry-recognized credentials, direct access
5 to jobs and careers, and in some cases, the potential
6 to earn college credit toward an associate’s or bach-
7 elor’s degree.

8 (2) According to the Department of Labor, the
9 average salary for an individual who completes an
10 apprenticeship program is \$77,000 annually. Ap-
11 prentices who complete their program earn approxi-
12 mately \$300,000 more during their career than
13 peers who did not complete an apprenticeship.

14 (3) There are still very few apprenticeship posi-
15 tions in sectors with high projected job growth. Ac-
16 cording to data from the Department of Labor, pro-
17 fessional, scientific, and technical services—all in-
18 dustries with high projected job growth—had only
19 1,827 apprentices in fiscal year 2021. The field of
20 health care and social assistance had less than
21 14,000 apprentices, much lower than the future pro-
22 jected need in the field.

23 (4) A major barrier to expanding registered ap-
24 prenticeships in high-growth job sectors is employ-
25 ers’ lack of familiarity with the process to establish,

1 and the requirements of, registered apprenticeship
2 programs.

3 (5) Workforce intermediaries, which are organi-
4 zations at the national, regional, State, or local level
5 that help ease the process for employers in devel-
6 oping and delivering new registered apprenticeship
7 programs, can serve as a catalyzing force for cre-
8 ating and expanding registered apprenticeships in
9 high-growth job sectors through technical assistance
10 and capacity building for employers, labor organiza-
11 tions, educational institutions, and government enti-
12 ties.

13 **SEC. 3. DEFINITIONS.**

14 In this Act:

15 (1) APPRENTICESHIP.—The term “apprentice-
16 ship” means an opportunity in a registered appren-
17 ticeship program.

18 (2) IN-DEMAND INDUSTRY SECTOR.—The term
19 “in-demand industry sector” means a sector de-
20 scribed in subparagraphs (A)(i) and (B) of section
21 3(23) of the Workforce Innovation and Opportunity
22 Act (29 U.S.C. 3102(23)).

23 (3) INDUSTRY OR SECTOR PARTNERSHIP.—The
24 term “industry or sector partnership” has the mean-
25 ing given the term in paragraph (26) of section 3 of

1 the Workforce Innovation and Opportunity Act (29
2 U.S.C. 3102), except that clause (ii) of such para-
3 graph (26) shall be applied as if “, as appropriate”
4 has been struck.

5 (4) INSTITUTION OF HIGHER EDUCATION.—The
6 term “institution of higher education” has the
7 meaning given the term in section 101 of the Higher
8 Education Act of 1965 (20 U.S.C. 1001).

9 (5) LOCAL BOARD.—The term “local board”
10 has the meaning given such term in section 3(33) of
11 the Workforce Innovation and Opportunity Act (29
12 U.S.C. 3102(33)).

13 (6) NONTRADITIONAL APPRENTICESHIP OCCU-
14 PATION.—The term “nontraditional apprenticeship
15 occupation” means an occupation that has not tradi-
16 tionally engaged in carrying out registered appren-
17 ticeship programs, but which the Secretary deter-
18 mines would benefit from having such a program
19 (such as an occupation in a financial services, ad-
20 vanced manufacturing, information technology,
21 health care, or hospitality industry sector).

22 (7) REGISTERED APPRENTICESHIP PROGRAM.—
23 The term “registered apprenticeship program”
24 means a program registered under the Act of Au-
25 gust 16, 1937 (commonly known as the “National

1 Apprenticeship Act”; 50 Stat. 664, chapter 663; 29
2 U.S.C. 50 et seq.).

3 (8) SECRETARY.—The term “Secretary” means
4 the Secretary of Labor.

5 (9) STATE BOARD.—The term “State board”
6 has the meaning given the term in section 3(57) of
7 the Workforce Innovation and Opportunity Act (29
8 U.S.C. 3102(57)).

9 (10) WORKFORCE INTERMEDIARY.—The term
10 “workforce intermediary” means an entity that, at
11 the national, regional, State, or local level—

12 (A)(i) facilitates the establishment of a
13 registered apprenticeship program; or

14 (ii) has the capacity, and will work, to fa-
15 cilitate the establishment of a registered ap-
16 prenticeship program;

17 (B) includes representatives of labor orga-
18 nizations representing workers in the industry
19 sector in which the registered apprenticeship is
20 (or will be) established; and

21 (C) may be a partnership that includes 1
22 or more of the following as partners:

23 (i) A business or industry organiza-
24 tion.

25 (ii) A labor organization.

- 1 (iii) A labor workforce intermediary.
- 2 (iv) A community-based organization.
- 3 (v) A joint labor-management partner-
- 4 ship.
- 5 (vi) An institution of higher edu-
- 6 cation.
- 7 (vii) A State board or local board.
- 8 (viii) A nonprofit organization.
- 9 (ix) An industry or sector partnership.
- 10 (x) An industry association.
- 11 (xi) A joint labor-management organi-
- 12 zation.
- 13 (xii) A consortium of organizations
- 14 that provide technical assistance to support
- 15 and to increase the development of reg-
- 16 istered apprenticeship programs.
- 17 (xiii) Any other entity that the Sec-
- 18 retary considers to be appropriate.

19 **SEC. 4. WORKFORCE INTERMEDIARIES GRANT PROGRAM.**

20 (a) ESTABLISHMENT.—From amounts made avail-

21 able to carry out this Act, the Secretary shall establish

22 and carry out a workforce intermediaries grant program

23 by awarding grants, on a competitive basis, to workforce

24 intermediaries, to enable the workforce intermediaries to

25 engage a variety of stakeholders, such as local boards, sec-

1 onday schools, institutions of higher education, and em-
2 ployers, to support, develop, and implement registered ap-
3 prenticeship programs in accordance with section 6.

4 (b) DURATION.—A grant awarded under this Act
5 shall be for a period of not more than 4 years.

6 (c) AMOUNT.—A grant awarded under this Act shall
7 be in an amount of not more than \$6,000,000, and such
8 amount shall be determined based on the relative number
9 of apprentices a workforce intermediary plans to facilitate.

10 (d) GEOGRAPHIC DIVERSITY.—In awarding grants
11 under this Act, the Secretary shall ensure that there is
12 geographic diversity in the areas in which activities will
13 be carried out under the grants.

14 (e) MATCHING FUNDS.—A workforce intermediary
15 receiving a grant under this Act shall provide matching
16 funds, from non-Federal sources, for the activities sup-
17 ported under the grant. The matching funds shall be in
18 an amount that is not less than 20 percent of the amount
19 of grant funds provided under the grant.

20 **SEC. 5. APPLICATIONS.**

21 (a) IN GENERAL.—A workforce intermediary desiring
22 a grant under this Act shall submit an application to the
23 Secretary at such time, in such manner, and containing
24 such information as the Secretary may require.

1 (b) CONTENTS.—The application described in sub-
2 section (a) shall include—

3 (1) information regarding—

4 (A) in the case of a workforce intermediary
5 described in section 3(10)(A)(i), the extent to
6 which the workforce intermediary is working, as
7 of the date of the application, with stakeholders
8 to provide activities such as the activities de-
9 scribed in section 6; or

10 (B) in the case of a workforce intermediary
11 described in section 3(10)(A)(ii), the capacity of
12 the workforce intermediary to begin providing
13 activities described in section 6 upon receipt of
14 the grant, including information demonstrating
15 that the workforce intermediary would be suc-
16 cessful in carrying out such activities;

17 (2) information regarding the extent to which
18 the grant will help the workforce intermediary—

19 (A) expand apprenticeships for in-demand
20 industry sectors that lack apprenticeships at the
21 time of the application; or

22 (B) target populations that are underrep-
23 resented—

24 (i) in apprenticeships generally; or

1 (ii) in the fields in which the appren-
2 tices will be trained;

3 (3) assurances that—

4 (A) the workforce intermediary will cooper-
5 ate in the evaluation of the project conducted
6 under section 7; and

7 (B) the workforce intermediary will meet
8 the matching requirement under section 4(e);

9 (4) information about the workforce
10 intermediary's—

11 (A) experience in providing activities de-
12 scribed in section 6 and capacity, or ability to
13 develop or expand capacity, to provide such ac-
14 tivities;

15 (B) experience working in a collaborative
16 environment with government and nongovern-
17 mental entities;

18 (C) ability to raise or provide funding to
19 cover operating costs for the long-term sustain-
20 ability of the activities supported under the
21 grant; and

22 (D) capacity and infrastructure to track
23 outcomes and measure results, including capac-
24 ity to track and analyze program performance
25 and assess program impact; and

1 (5) information describing how the workforce
2 intermediary will promote the diversity described in
3 section 6(b)(1)(F).

4 **SEC. 6. USE OF FUNDS.**

5 (a) IN GENERAL.—A workforce intermediary that re-
6 ceives a grant under this Act shall use the grant funds
7 to carry out activities, which may include activities de-
8 scribed in subsection (b) or other strategies as may be nec-
9 essary, that support the development and successful imple-
10 mentation of registered apprenticeship programs.

11 (b) SUGGESTED USES.—A workforce intermediary
12 may carry out subsection (a) through 1 or more of the
13 following activities, as determined appropriate by the Sec-
14 retary:

15 (1) OUTREACH AND MARKETING.—A workforce
16 intermediary may provide services to engage employ-
17 ers in registered apprenticeship programs, which
18 may include—

19 (A) marketing apprenticeships regionally,
20 to employers and to potential apprentices;

21 (B) marketing apprenticeships to sec-
22 ondary school students, counselors, school ad-
23 ministrators, or parents;

24 (C) recruiting and evaluating candidates
25 for apprenticeships;

1 (D) conducting outreach to employers to
2 persuade the employers to adopt the apprentice-
3 ship model;

4 (E) matching employers with apprentices;
5 and

6 (F) promoting diversity among apprentices
7 by promoting outreach to underrepresented
8 populations (such as women and minorities),
9 youth, individuals with disabilities (as defined
10 in section 3 of the Americans with Disabilities
11 Act of 1990 (42 U.S.C. 12102)), and veterans.

12 (2) EMPLOYER ENGAGEMENT.—The workforce
13 intermediary may provide services to engage employ-
14 ers in, and develop curricula for, registered appren-
15 ticeship programs, which may include assisting a
16 small or medium-sized employer with—

17 (A) designing a curriculum for a registered
18 apprenticeship program that blends occupation-
19 specific skills and general industry skills;

20 (B) designing a comprehensive training
21 plan for apprentices;

22 (C) navigating the registration process for
23 the registered apprenticeship program;

1 (D) identifying skills, both technical and
2 behavioral, needed to perform the occupation in
3 question;

4 (E) providing training to managers and
5 front-line employees to serve as trainers or
6 mentors to apprentices in the registered appren-
7 ticeship program;

8 (F) paying for the cost of off-site training
9 provided to apprentices;

10 (G) coordinating activities between training
11 instructors and worksite supervisors of appren-
12 tices;

13 (H) conducting or arranging for off-the-job
14 training related to the apprenticeship;

15 (I) convening employers to define skills for
16 the registered apprenticeship program; and

17 (J) developing occupational standards that
18 are nationally recognized and portable to help
19 guide employers and sponsors in establishing
20 new registered apprenticeship programs.

21 (3) SUPPORT SERVICES FOR APPRENTICES.—

22 The workforce intermediary may provide support
23 services for apprentices to assure their success in,
24 and after, registered apprenticeship programs, which
25 may include—

1 (A) providing guidance to, mentorship to,
2 and oversight of apprentices during the pro-
3 gram, to ensure retention and completion;

4 (B) providing services to address chal-
5 lenges that surface for apprentices during the
6 apprenticeship;

7 (C) providing professional development
8 training needed for apprentices to succeed in a
9 full-time job after the apprenticeship;

10 (D) providing post-apprenticeship job
11 counseling and job placement services;

12 (E) coordinating pre-apprenticeship train-
13 ing or off-the-job training related to the occupa-
14 tion involved in the apprenticeship; and

15 (F) arranging for an institution of higher
16 education to provide training courses.

17 (4) LOCAL AND NATIONAL SUPPORT FOR REG-
18 ISTERED APPRENTICESHIPS.—The workforce inter-
19 mediary may support registered apprenticeship pro-
20 grams locally and nationally, which may include—

21 (A) developing national guidelines and
22 standards for registered apprenticeships in non-
23 traditional apprenticeship occupations;

24 (B) connecting multi-region efforts for reg-
25 istered apprenticeship programs;

1 (C) documenting best practices in oper-
2 ating a workforce intermediary; and

3 (D) providing the ongoing infrastructure to
4 support apprenticeships in an industry.

5 (c) EMPHASIS ON IN-DEMAND REGISTERED APPREN-
6 TICESHIP PROGRAMS.—In carrying out activities under a
7 grant under this Act, the workforce intermediary receiving
8 the grant shall place an emphasis on supporting registered
9 apprenticeship programs that lead to skilled jobs and
10 wages in in-demand industry sectors.

11 **SEC. 7. PERFORMANCE AND EVALUATION.**

12 (a) PERFORMANCE PROGRESS REPORTS TO THE
13 SECRETARY.—

14 (1) IN GENERAL.—The Secretary shall require
15 each workforce intermediary receiving a grant under
16 this Act to submit performance progress reports at
17 such time, in such manner, and containing such in-
18 formation as the Secretary may require.

19 (2) ELEMENTS.—Each self-evaluation perform-
20 ance report described in paragraph (1) shall include,
21 at a minimum—

22 (A) the goals, plans, and accomplishments
23 of the workforce intermediary;

24 (B) how grant funds have been used; and

1 (C) how the workforce intermediary has
2 furthered the purposes described in section
3 4(a).

4 (b) EVALUATIONS.—

5 (1) IN GENERAL.—The Secretary shall conduct
6 an evaluation of each workforce intermediary that
7 receives a grant under this Act 6 years after the
8 date on which funds for the grant are first dis-
9 bursed.

10 (2) CONTENTS OF EVALUATION.—The evalua-
11 tion described in paragraph (1) shall include a crit-
12 ical analysis of the workforce intermediary—

13 (A) by addressing topics such as—

14 (i) the goals of the workforce inter-
15 mediary;

16 (ii) the core competency training of-
17 fered by the workforce intermediary, with-
18 out regard as to whether such training was
19 supported by grant funds;

20 (iii) the structure of the wage progres-
21 sion or career ladder for each registered
22 apprenticeship program established or sup-
23 ported by the workforce intermediary;

24 (iv) the major recruitment sources of
25 apprentices for the workforce intermediary;

1 (v) information on how apprentices
2 are selected by the workforce intermediary;

3 (vi) the recruitment challenges that
4 the workforce intermediary faces;

5 (vii) the demographic and educational
6 characteristics of apprentices supported by
7 the workforce intermediary;

8 (viii) the structure of the workforce
9 intermediary, including the number of staff
10 employed by the workforce intermediary;

11 (ix) the factors that contribute to a
12 workforce intermediary's sustainability and
13 replicability; and

14 (x) the number of apprenticeships fa-
15 cilitated by the workforce intermediary and
16 the occupations involved in the apprentice-
17 ships; and

18 (B) that evaluates the workforce inter-
19 mediary using information on—

20 (i) the levels of performance achieved
21 by the workforce intermediary with respect
22 to the performance indicators under sec-
23 tion 116(b)(2)(A) of the Workforce Inno-
24 vation and Opportunity Act (29 U.S.C.
25 3141(b)(2)(A)), for all apprentices who

1 complete a registered apprenticeship pro-
2 gram supported by the workforce inter-
3 mediary;

4 (ii) the completion rates for appren-
5 tices in each registered apprenticeship pro-
6 gram supported by the workforce inter-
7 mediary;

8 (iii) job retention of apprentices,
9 based on 1 year after completing the reg-
10 istered apprenticeship program supported
11 by the workforce intermediary;

12 (iv) the income level of jobs obtained
13 by apprentices after completing the ap-
14 prenticeship program; and

15 (v) the occupations in in-demand in-
16 dustry sectors, and nontraditional appren-
17 ticeship occupations, that the workforce
18 intermediary has successfully served
19 through the grant by creating registered
20 apprenticeship programs in those occupa-
21 tions.

22 (3) SCOPE OF EVALUATION.—In conducting the
23 evaluation under paragraph (1), the Secretary shall,
24 to the fullest extent practicable, limit the evaluation
25 to the efforts of the workforce intermediary sup-

1 ported under this Act, but shall also consider all of
2 the efforts of the workforce intermediary to support
3 registered apprenticeship programs.

4 (4) REPORT.—By not later than 90 days after
5 the evaluation is completed, the Secretary shall pre-
6 pare and submit to the workforce intermediary, and
7 make publicly available, a report that will contain—

8 (A) the results of the evaluation, including
9 the topics and information described in para-
10 graph (2); and

11 (B) recommendations on how to further
12 improve the outcomes of the workforce inter-
13 mediary.

14 (c) RENEWAL.—The Secretary shall use the perform-
15 ance progress reports and the results of an evaluation
16 under this section for a project to determine whether to
17 renew a grant for the workforce intermediary for that
18 project.

19 **SEC. 8. WORKSHOPS; BEST PRACTICES.**

20 The Secretary shall use not more than 5 percent of
21 the funds made available under this Act to—

22 (1) plan and conduct workshops throughout the
23 United States to instruct interested organizations on
24 how to create workforce intermediaries on a na-

1 tional, State, or local level, and navigate the grant
2 process described in this Act; and

3 (2) disseminate best practices on effective devel-
4 opment and implementation of registered apprentice-
5 ship programs through workforce intermediaries.

6 **SEC. 9. AUTHORIZATION OF APPROPRIATIONS.**

7 There is authorized to be appropriated to carry out
8 this Act \$25,000,000 for each of fiscal years 2024 through
9 2028.

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